

CELEBRATING



SCoD Bulletin

February 2018

We CANNOT use information in posters, PDFs, or publisher in the bulletin.

***Please note: at the end of this bulletin is a template. If you want information included in future bulletins, please copy and use this template. If information is not sent to us in the template, we will not include it.**

Thank you.

Scottish Council on Deafness Bulletin | Bi-Monthly Magazine for SCoD Members



SCoD has moved premises....

We are moving...change is good...!



Our new address is

C/o The Alliance, Venlaw Building, 349 Bath Street, Glasgow, G2 4AA.

We will only be allowed to have a limited number of walk in visitors as the space is tight.....

We would also like to make BSL users aware that we no longer have a fax machine or a textphone, but we do have our mobile which can be used to text us... Our number is 07925417338.

Self-Management

S CoD, in partnership with Deaf Links and Deaf Action, is working on a Self-Management Project which will provide information for Deaf BSL users across Scotland. In order to ensure that what we do has the necessary impact, we need to know how many Deaf BSL users understand what "Self-Management" is now, before the second phase of the project begins.

To take part in the survey and give your views, go to
<https://www.surveymonkey.co.uk/r/B7F627R>

SCoD's "Connect & Collaborate" Conference 2018



CONNECT & COLLABORATE

SCoD ANNUAL CONFERENCE

DoubleTree by Hilton Glasgow

Thursday 8 March 2018
Time: 09:30 – 16:00
Register at www.scod.org.uk

Confirmed Keynote Speakers:

- Linda De Caestecker - Consultant in Public Health, NHSGGC
- Dr Jim McCormick – Joseph Rowntree Foundation

Ticket Prices:
Concession/student £49.50
Members £99 pp
Non-members £129 pp

For further information: admin@scod.org.uk Tel: 0141 248 2474



Please note that our Early Bird tickets are no longer available. Please see our above leaflet for our new prices or you can visit our website for more information on how you can book tickets: <http://www.scod.org.uk/scod-connect-and-collaborate-conference-2018/>

Please see link for BSL version:

<https://www.youtube.com/watch?v=vDeCtPL0rJw&feature=youtu.be>

SPONSORSHIP & MARKETPLACE OPPORTUNITIES: We have some sponsorship opportunities left for businesses who wish to support the Conference and promote their organisation / business on our big day! We also have a few marketplace opportunities for those who would like to promote their organisations.

AWARENESSbites



We are offering [AWARENESSbites](#) online deaf awareness training – more information in the training part of this bulletin.

BSL version of our news

We have translated our news into BSL. Please use this link to our YouTube page to find the information.

News: <https://youtu.be/jRTpgLrWfPI>

SCoD Membership

We hope our members can help us increase our membership.

As it is now half way through the year, those organisations & individuals who have not paid this year's membership have been taken off our records and will not receive any more information from SCoD.

We are always happy when new members want to join us and are specifically looking for new members who have an interest in

- BSL language development
- Communication barriers and solutions
- General deaf awareness

If you want to know more about joining SCoD and being part of the Deaf Sector, please contact us on admin@scod.org.uk or telephone 0141 248 2474.

If you are a BSL user, you can use [contactSCOTLAND-BSL](#) to contact us.

Disclosure: Protecting Vulnerable Groups (PVG)

Why not come to SCoD and get your PVG's signed off by a member of staff.

If you have staff who will be working with children and/or vulnerable adults they will need to be a member of the PVG Scheme.

For more information about booking an appointment or general information, please visit our website: <http://www.scod.org.uk/disclosure-for-working-with-protected-groups/>

Best wishes
Janis & the SCoD Team

GENERAL NEWS

Scottish Government – Read Write Count

The Scottish Government is teaming up with parents to try out tips designed to help make their lives easier while engaging their children with everyday learning as part of their busy routines.

Mums and Dads across Scotland are being asked to try out simple tips and little tricks to not only keep children happy and entertained, creating some calm amid the chaos of everyday lives, but also help young children when it comes to reading, writing and counting. The activities suggested on the website are simple, straightforward and fun, providing practical tools and advice to help parents implement the activities.

Further support to parents and children will also be given through the Read, Write, Count gift bags which contain books, games and writing materials. The activity bags are being sent to all P2 and P3 children in Scotland, with schools being encouraged to give these out during Book Week Scotland.

The Read, Write, Count campaign will offer tips, games and activities showing examples of how to inspire, entertain and have fun with their children as they help them Read, Write, Count. For more everyday tips visit readwritecount.scot

If you would like any further information on Read, Write, Count please contact us via the website here: <http://www.readwritecount.scot/contact/>

SAFE STAFFING BILL – DISCUSSION PAPER

The Safer Staffing consultation analysis published on 11 December highlighted a significant divergence of views around the inclusion of social care in the Bill. To help better understand these views, we have prepared a discussion paper that sets out and seeks further stakeholder views and input on proposals for implementing the legislation within health and social care.

The general workforce planning activities and overarching principles of the Bill will apply to **all** staff groups and care settings delivering health and care services. This will include, but not limited to, the following care settings: support services, care home services, school care

accommodation services, nurse agencies, child care agency, secure accommodation services, offender accommodation services, adoption services, fostering services, adult placement services, child minding, day care of children and housing support services. Given the broad range of care settings included within the Bill, it is essential that stakeholders across health and social care are both involved, and fully engaged, in the development of this legislation to ensure that it delivers the intended aims. We would be grateful, therefore, if you would circulate the discussion paper widely amongst your relevant stakeholder groups.

This discussion paper builds on the initial consultation (published April 2017), and will run alongside further stakeholder engagement events. To ensure compliance with the Parliamentary timetable, the consultation period will be limited to four weeks, the **deadline for responses is 19 February**.

<https://consult.gov.scot/nursing-and-midwifery/discussion-document-to-support-further-engagement/>

If you have any issues or questions please email safestaffingbill@gov.scot.

FROM Scottish Government contact:

RESEARCH ON IMPACT OF CHILDREN AND YOUNG PEOPLE'S PARTICIPATION ON POLICY MAKING

We sponsored Children in Scotland to carry out research on the impact of children and young people's participation on policy making at national and local levels. This research focussed on six qualitative case studies, illustrating a range of participation and engagement across Scotland. The conclusions and recommendations will help to support the engagement of children and young people in future policy making.

Please see the link to the final report below.

<http://www.gov.scot/Publications/2018/02/7671>

Scotrail: Stakeholder Equality Group, DPPP Link

Please see below the link for the latest ScotRail Disabled People's Protection Policy.

https://www.scotrail.co.uk/sites/default/files/assets/download_ct/210555_dppp_making-rail-accessible_helping-older-and-disabled-passengers_may2017_crystal-mark.pdf

British Deaf Association Scotland

Blue Badge for People living with Dementia.

Good news, it had been approved the Blue badge for people living with dementia. Last month it made an announcement, people living with dementia can apply Blue badge. To support their daily living to get out and about. If you want to know more information, look into Facebook: British Deaf Association Scotland: Blue badge. It providing a BSL video to watch with details attached:

<https://www.facebook.com/BritishDeafAssociation/videos/1889409097788069/>

Ideas for Ears

New survey research by Ideas for Ears suggests that hostile hearing conditions are making meetings and events inaccessible to large numbers of people across the UK who have hearing loss.

The research also suggests that the difficulties that people are experiencing are typically ordinary in their nature and can, in many instances, be fixed at little or no cost.

The research, carried out in November 2017, reveals that people are feeling frustrated, excluded, stressed and embarrassed by the difficulties they experience. They are missing important information, are not able to contribute as effectively as they could do, and consequently are being put off attending future meetings and events.

The survey was completed by 362 people who have varying degrees of hearing loss and are aged from 18 to 80 plus. The findings have implications for businesses and organisations of all sizes that run meetings and events for staff, customers and other stakeholders.

Key findings include:

- 77% of respondents said they always or often experience difficulties in being able to hear and follow what is being said
- 81% said they were not able to contribute as effectively as they could have done
- 79% said they had missed important or interesting information
- 62% said they could not chat or network as they wanted
- 71% said they have come away feeling tired and 30% said they have been left with headaches
- 61% said it made them feel excluded or ignored, 56% said it made them feel stressed, and 51% said it made them feel embarrassed
- 50% said they have been put off attending similar meetings/events in the future
- 34% said they felt they had wasted their time in attending and 33% said it had made the meeting uninteresting or boring.

Reasons given for the difficulties include:

- Level of noise generated from chatter from other people (given by 78% of respondents)
- Simultaneous discussions being held in the same room (76%)
- Own hearing ability (72%)
- People not speaking loudly or clearly enough (72%)
- Acoustics of the room (72%)
- Noise from equipment in the room (60%), from external sources (52%), from background music (42%)
- Poor or no use of microphones (56%)
- Lack of a hearing loop (54%)
- Being too far from the speaker (54%)
- Lack of written notes (39%)
- Lack of quiet zones (36%)
- Lighting not being suitable for lipreading (27%)
- No BSL interpreter (8%)

Read more: <https://www.ideasforears.org.uk/blog/meetings-miss-the-mark-due-to-hostile-hearing-conditions/>

See the data tables: <https://www.ideasforears.org.uk/wp-content/uploads/2018/01/Full-report-meetings-and-events.pdf>

Hippodrome Silent Film Festival 2017 & 2018

A message from Nicola (Producer Hippodrome Silent Film Festival):

Dear Festival Supporter

I recently started working as Producer of Hippodrome Silent Film Festival and it is my great pleasure to share our recently completed film of [HippFest 2017](#) with you.

Many of our performers, staff, supporters and audience members are featured in this film so look out for your starring role! We have a shorter version of the film which you may wish to share on social media - [HippFest17 short](#)

Please save a space in your diary for HippFest 2018, which takes place 21-25 March. We announce the programme on 6th February and full details will be available on our website <http://www.falkirkcommunitytrust.org/venues/hippodrome/silent-cinema/>

We look forward to welcoming you to the Hippodrome Silent Film Festival again and in the meantime wish you all the best for Christmas and the New Year.

HSE publishes a web page on how to prevent hearing loss

The Health and Safety Executive has put together a webpage on how to prevent hearing loss at work – “Worried about your hearing?”

To find out more, go to <http://www.hse.gov.uk/NOISE/worried.htm>

The new Advisory Group on Human Rights Leadership meets for first time.

The new Advisory Group on Human Rights Leadership has been urged by First Minister Nicola Sturgeon to challenge public bodies to do more to promote human rights. Addressing the Group’s first meeting in Edinburgh, the First Minister stressed the need to be ambitious, so that Scotland’s commitment on human rights makes a practical difference to people’s lives.

The group, chaired by Professor Alan Miller, has been established following a commitment in this year’s Programme for Government. It will operate independently from government, and develop recommendations on how Scotland can continue to promote and support human rights.

The First Minister said:

“The Scottish Government has been resolute in standing up for human rights, particularly in the face of the risks created by Brexit and the UK Government’s proposals to repeal the Human Rights Act.

“However, it is vital we are not complacent and continue to push ourselves to do more to ensure human rights are embedded in everything we do.

“That is why we have established the Advisory Group on Human Rights Leadership. I want this group to provide leadership and to challenge all of our public institutions – including the Scottish Government – to do even more.

“We need to ensure our work on human rights makes a difference, helping people and communities to live with dignity wherever they are in Scotland, and whatever their circumstances.”

Professor Miller said:

“Human rights leadership is needed more than ever in our uncertain times. For decades now we have benefited from the protection of certain rights guaranteed by membership of the EU and of the European Convention on Human Rights. Brexit removes the former and imperils the latter.

“People are also looking for more effective protection of their internationally recognised rights in such areas as housing, health, social security, education and enjoyment of an adequate standard of living.

“The Advisory Group has been mandated to address this challenge and to recommend those steps needing to be taken by Scotland to secure progress and demonstrate leadership. As Chair it is a challenge I take up with relish and which I approach with a serious ambition to contribute to the progress needed by us all.”

Background

The make-up of the Group, which will be supported by a wider Reference Group is as follows:

Dr Katie Boyle

Professor Nicole Busby

Professor Paul Hunt

Dr Tobias Lock
Shelagh McCall QC
Professor Alan Miller (Chair)
Professor Elisa Morgera
Professor Aoife Nolan
Judith Robertson

<https://beta.gov.scot/news/ambition-on-human-rights/>

Scottish Governments Delivery Plan for Scotland's strategy to prevent and eradicate violence against women and girls: Equally Safe

Please see for your information the link below to the Scottish Governments Delivery Plan for Scotland's strategy to prevent and eradicate violence against women and girls.

<http://www.gov.scot/Resource/0052/00528064.pdf>

CIHT - Creating better streets: Inclusive and accessible places

Some of you may already be aware of this but the Chartered Institution of Highway and Transportation has released their 'Creating Better Streets' document, which discusses shared space. The document can be accessed via the link below:

<http://www.ciht.org.uk/en/document-summary/index.cfm/docid/BF28B40D-9855-46D6-B8C19E22B64AA066>

Electoral Reform Consultation

The Scottish Government is currently consulting on electoral reform and the consultation is open until the 12 March.

<https://beta.gov.scot/publications/consultation-electoral-reform/>

Transport Scotland - CIHT - Creating better streets: Inclusive and accessible places

Chartered Institution of Highway and Transportation has released their 'Creating Better Streets' document, which discusses shared space. The document can be accessed via the link below:

<http://www.ciht.org.uk/en/document-summary/index.cfm/docid/BF28B40D-9855-46D6-B8C19E22B64AA066>

Inclusion Scotland: launch of #myworkstory

We're launching **#myworkstory** tomorrow, our social media campaign to encourage disabled people to get talking about sharing information about their impairment and we're really to spread the word to those you support.

For more info about the campaign watch our short clip at <https://youtu.be/mpgyWLSM714>

We're really keen to know if Deaf/Deafened/Deafblind/Hard of Hearing people who identify as also being disabled might wish to engage with the campaign.

The campaign marks International Day of Disabled Persons 2017 on 03 December 2017, and will use the experiences shared with us to tell the Scottish Government what steps employers should take to make it easier for disabled people to be themselves at work and to ask for and get the adjustments they need to be as effective in their job as possible. The evidence will also inform the Annual Disabled People's Summit on 16 January 2018 on the subject of "Employer-ability" – the steps employers need to take to attract, retain and promote disabled people.

The Scottish Government have committed to halving the disability employment gap but this will only be possible if people feel comfortable talking about their impairments at work and identifying as disabled employees.

We are really keen to get some powerful stories from Deaf/deaf people.

Essentially we want people to tell their story about being at work, sharing information about their impairment/s, defining themselves as a disabled employee, what they think about the idea of 'disclosure' and 'declaration' (i.e. are we using the wrong language here?) and importantly what has been their experience of asking for and getting or indeed not getting workplace adjustments. So, anything positive and what has not worked well.

To give you an idea we've included a story below from Susanna:

'I've had a mental health problem since my early twenties. For years I was worried about being open about it on job application forms, in interviews or with colleagues at work. I didn't want people to think I wasn't up to the job, that I couldn't handle stressful situations or that they couldn't trust my judgement. It's taken me almost 20 years to be open about it at work and to identify as a disabled person. I've had some mixed experiences, in one job I felt that my line manager was really uncomfortable talking about it, I was never offered any adjustments even though some flexibility with work hours would have been really beneficial and I hated asking for time off to go to medical appointments, but by in large being open has actually helped my mental health and made me feel more comfortable at work. Employers need to understand that it can be a very emotionally charged experience to share information about impairments, it's not just ticking a box or asking for an adjustment, you really have to trust that it's not going to affect your relationships at work and how people view your performance.'

We'd love it if your organisation could get involved if possible.

For example by:

- Telling members and supporters about #myworkstory.
- People can take part by telling their own stories on their own Twitter, Instagram and Facebook accounts that we can repost on our accounts. We will subtitle BSL submissions. Please ask people to use the hashtag #myworkstory to share their experience and then tag Inclusion Scotland.
- We don't need specific details about workplaces or colleagues – we want to make sure people keep themselves safe.
- If people want to share their story anonymously or are not on social media they can e-mail Rhona at info@inclusionScotland.org or phone 0131 281 0860
- It would be really amazing if you could also share this email with friends, family, activists and colleagues you know to help spread the word or give us suggestions of who to tell about the campaign.

It would be great to hear what you think about the campaign, if you'd be interested in taking part, and if you're able to share this across your networks.

EVENTS

British Deaf Association Deaf Roots and Pride 1st Year Anniversary

The British Deaf Association Scotland Deaf Roots and Pride Project is hosting a **Taste Your Future** careers event at **Forth Valley Sensory Centre, Redbrae Road, Camelon, Falkirk, FK1 4DD** on **Tuesday 13 March 2018** from **10am – 2pm** for Deaf young people of secondary school age across central Scotland. The Deaf young people who attend will have the opportunity to meet Deaf adults who work in a range of different fields throughout the day. We hope to have a mix of professions and organisations represented. This event will give Deaf young people the opportunity to find out more about what is involved in a few career options and inspire them to think about their own future career. Teachers and parents are welcome.

Please contact us for a booking form by Tuesday 13 February on Adminscot.drop@bda.org.uk or call us on 0141 248 5565.

A conference on disability rights in Scotland

It has been six months since the United Nations (UN) Disability Committee published its report about disability rights in the UK. In this report the UN Committee set out its main concerns about disability rights in the UK and lists over 80 recommendations for action by our governments.

We are holding a conference to talk about the UN Committee's concerns and recommendations for action on:

Tuesday 6 March 2018 from 10:15 am – 3:30pm

COSLA Conference Centre in Edinburgh

Inverness (arrangements still being decided)

Register now to take part in:

- UN Disability Rights Question-Time where guests from the Scottish Government, disabled people's organisations and national human rights organisations will answer questions from the audience.
 - Workshops about the action that needs to happen in the next four years before the UN Committee's next review and how we can check change is being made.
 - **register now** by emailing
 - equalityactsotland@equalityhumanrights.com
 - [or telephone 0141 228 5910](tel:01412285910)
 - **Some more information**
 - The United Nations Convention on the Rights of Persons with Disabilities (CRPD) is an international human rights agreement that the UK has signed up to. This agreement sets out what countries have to do to make sure that disabled people have the same rights as everyone else. Every four years, a United Nations (UN) Disability Committee reviews how well the UK is performing on disability rights.
 - In August 2017, the UN Disability Committee reviewed the UK's performance for the first time. Disabled people, national human rights organisations and the UK and devolved governments all gave evidence to the UN Disability Committee.
 - After hearing this evidence the UN Committee decided how well it thinks the UK is performing on disability rights and made recommendations for action. The Committee published its report in October 2017.
 - Accessible versions of the UN Committee's report are available on the Equality and Human Rights Commission website [here](#)
-

Historic Environment Scotland - EDINBURGH CASTLE BSL DAY **3 March** **10am, 12noon and 2:30pm**

Join John Hay and interpreter Linda Duncan for a BSL tour of Edinburgh Castle

Included in admission price, carers go free. Buy your tickets and meet the tour in the Visitor Information Centre.

For more information, contact Sally Gall at: Sally.gall@hes.scot

Deafblind Scotland – Ladies Dirty Dancing Afternoon Tea & Sports Dinner

Our Ladies Dirty Dancing Afternoon Tea and Sports Dinner are both taking place in March. Please see details of the events below

Individual tickets can be bought [HERE](#) however tables of 8 and 10 are available, just reply to this email for info.

Ladies Dirty Dancing Afternoon Tea

On **25th March** Deafblind Scotland will be hosting a fabulous Dirty Dancing Afternoon tea at the Radisson Blu Hotel, Glasgow.

Clyde 2's Gina McKie will be our wonderful compere for this exciting event, so bring your watermelons and get ready to merengue in your dance space!

Individual tickets are £40 and includes afternoon tea with a glass of fizz, subtitled showing of Dirty Dancing, live band, great auction lots and various stalls. Tables of 8 are also available for £280.

Sports Dinner Friday 9th March 2018

Join us for our very first Sports Dinner!

We invite you to enjoy a champagne reception, delicious three course meal, exhilarating charity auction and wonderful entertainment on Friday 9th March 2018 at the 200 SVS, Glasgow.

The evening will be hosted by former Rangers player and SFA Chief Exec Gordon Smith with entertainment from ex Celtic and Scotland player Murdo MacLeod.

Individual tickets are priced at £50 whilst tables of 10 are £450.

All money raised will go directly to Deafblind Scotland.

For more information, please contact Anne Marie Feechan
Annemarie.feechan@dbscotland.org.uk
0141 777 5830

Skills Development Scotland: Careers event on the 6th March Modern

Apprenticeships: Including You

This is an easy read event invitation

What is the event?

This event is to promote Modern Apprenticeships to young people aged 13-29 from diverse backgrounds

Who is organising the event?

Skills Development Scotland is organising this event

Where?

Doubletree by Hilton hotel
36 Cambridge Street
Glasgow
G2 3HN

When?

Tuesday 6th March 2018

What times?

The fair is open from 10am until 2.30pm

Entry is free

There shall be workshops about Modern Apprenticeships and the support available to you.

These workshops will be on the 8th floor and lifts are available.

There shall also be exhibitors to speak to, including employers and support organisations.
Workshops will have hearing loops.

There are accessible toilets.

There are lifts available to the workshops.

Find out more:

Email MAEquality@sds.co.uk

Telephone Michelle on 07585 884629

Deaf Action - East of Scotland Para Sport Festival 2018 - 23rd March 2018

The event is scheduled for **Friday 23rd March 2018** at Forrester / St Augustine's High School, Edinburgh.

The Para Sport Festival provides a range of opportunities for school aged children with a physical or sensory impairment try new and exciting sports, delivered by experienced coaches and professional officers.

Please contact Neal Herbert for more information: neal.herbert@scottishdisabilitysport.com

Local network meeting registration now open for February 16th and GWT Conference

If you have not registered already, now is the time to sign up for our next Glasgow intergenerational meeting which is taking place on **Friday the 16th of February between 12:00-14:00 in Good, Buchanan Galleries**. We already have quite a few people signed up, so better to sign up earlier than later. At least one Glasgow city councillor will also be coming, so it could be a great time to discuss any ideas or projects you have.

To register please follow this link <http://generationsworkingtogether.org/networks/glasgow> please note this is open to people from ALL areas of Glasgow, so share this around your networks.

You may already know that we have our National Conference is taking place this March (07/03). The events programme and registration is also open for this.

<http://generationsworkingtogether.org/events-training/national-conference-2018-safer-fairer-more-successful-communities-07-03-2018> This year the conference will take place in the centre of Glasgow in University of Strathclyde Technology and Innovation Centre and everyone is welcome.

West of Scotland Deaf Children's Society

PLEASE SUPPORT WSDCS!!!

We are delighted to announce that West Scotland Deaf Children's Society has been chosen for the next round of the Co-op Local Community Fund. The funding round began on 12 November and will run for 11 months until the 27 October 2018.

Every time a Co-op member shops and chooses selected Co-op branded products both the member and the community benefit!

5% for the Co-op member: paid into membership account which can be spent next time you shop; or saved to spend whenever you want.

AND

1% for your community - 1% of what members spend goes to the Co-op Local Community Fund and you can choose where this money goes from a number of local causes. Members will be able to choose and give their 1% as of **now until the 27th October 2018**. The more you shop, the more raised for the charity. We will also receive, along with the other causes in our community, an equal share of the money raised from sales of carrier bags.

We are also lucky enough to be supported by two local stores - Union Street & Sauchiehall Street, who will on top of the funds raised by other stores be championing the causes of WSDCS, Bobath and Street Pastors. Look out for them at future WSDCS events as they will be coming along to lend their support!

This is a wonderful opportunity for us to raise much needed funds and we would ask you all to support us. So please:

- if you're already a Co-op member, go online and click on West Scotland Deaf Children's Society as your chosen charity;
- and if you're not already a member then please join and encourage all of your family, friends and colleagues to do so too. It only costs £1.00 to become a member and you will quickly recoup that from your 5% savings.

Please help us raise as much money as possible to enable us to continue to provide support to all deaf children and their families throughout the West of Scotland.

Vacancies

Third Sector, Dumfries and Galloway

Chief Executive Officer – circa £40k (Full-time)

Location – Dumfries and Galloway (Head Office Dumfries)

I hope this finds you well. I'm delighted to advise that we are supporting Third Sector, Dumfries and Galloway, to recruit a new Chief Executive. Third Sector, Dumfries and Galloway exists to promote, support and develop a strong third sector; develop social enterprise; develop volunteers and volunteering; and connect the third sector to community planning.

The successful candidate will have the confidence, experience and creativity to lead the organisation through its next exciting phase. Accountable to a Board of Trustees, the Chief Executive Officer is responsible for working with the Board to ensure clear strategic direction and leadership of Dumfries and Galloway Third Sector Interface, setting out the organisation's vision, mission and strategic aims, and developing and managing operational plans and resources that deliver against these.

I wanted to draw this to your attention as you may be aware of individuals who would consider the opportunity. Full details about the role, organisation and application process for this position is available by clicking the following link:

[Chief Executive](#)

If you are aware of anyone who may be interested please do forward this email to them. Alternatively if you wish to pass on their details I would be very happy to make direct contact.

For more information please contact Katy Gall at kgall@aspenpeople.co.uk

NRCPD - Director of Development

Are you a natural leader?
Do you have flair and determination?
Do you thrive in an ever changing environment?
Are you looking for a new challenge?

We are seeking a Director of Development to join our small but vital charity.

We are entering a period of rapid and exciting change and are looking for a person who can engage and communicate with all our stakeholders.

As a small and specialist Registration body, our goal over the next 2 years is to separate from our parent company, manage financial stability with the longer term aim of becoming a statutory regulator.

We operate in a dynamic, growing specialist arena running a voluntary register for those professionals who provide communication services to Deaf and Deafblind people.

**If you are interested in this role and would like further information please contact Joanne Lavender at NRCPD, Mersey House, Mandale Business Park, Belmont, Durham, DH1 1TH
Tel – 0191 383 1155, email - joannel@nrcpd.org.uk**

**Closing date for applications – 23 February 2018
Interview date – 13 March 2018 – venue tbc**

NHS – New Vacancy

The Accounts Commission for Scotland are looking to appoint up to four new members.

Would you like to play a central role in influencing and improving how councils and other public bodies address the challenges facing Scotland and help people's lives? The Accounts Commission is the independent public watchdog for holding councils and joint boards to account for their spending and performance. The Commission is looking for up to four new members. If you are interested in this exciting opportunity, we would like to hear from you.

Interested in applying? Please see: <http://bit.ly/2BuJm2h>

TRAINING

Cytomegalovirus (CMV) and Deafness Friday 9th March, 2018

This course is aimed at Teachers of the Deaf, Speech and Language Therapists, parents and all other professionals who support deaf pupils.

CMV, or Cytomegalovirus, is a common virus that can infect people of all ages. CMV can pose serious risks to unborn babies. It is one of the leading causes of hearing loss in children and one of the main causes of childhood disability. This one-day course will focus on Cytomegalovirus and its impact on children and families, and include:

- CMV from a medical perspective.
- Impact on hearing.
- Parental experience of CMV.
- Educational Support.

- Case Studies.
- Question and answer session.

Presenters: Dr Jackie Salter (University of Leeds) and Natalie Battle (CMV Action) and other to be confirmed

Course fee: £110

Closing date: 16th February 2018

Applications are available to download from the following link:

<http://www.ssc.education.ed.ac.uk/courses/deaf/dmar18.html>

The Accidental Counsellor: Supporting Others in Additional Support Needs Work: Monday, 23rd April, 2018

This course will be of interest to all those who work with and support the parents and school staff of children with additional support needs including visual impairment and deafness.

Staff often find themselves cast in the role of the 'accidental counsellor' to colleagues and parents. This can leave staff feeling unsure how best to respond. Course participants will have opportunities to explore and better understand:

- issues underlying parent and staff anxieties and challenges
- options for helpful responding: theory and practice
- how to address the expectations of others.

The course will have a practical focus, including opportunities both to explore typical situations and to practice different approaches. Participants may have had no previous CPD in interpersonal or counselling skills, whilst those who have such experience will have opportunities to share and deepen their skill set.

Participants are expected to undertake some brief pre-course reading which will be available in advance of the course.

Presenter: Richard Hendry, ASN Consultant Trainer - see below for brief biography.

Course fee: £110

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PARLIAMENTARY QUESTIONS, MOTIONS AND DEBATES



The Scottish Parliament
Pàrlamaid na h-Alba

Scottish Parliament

Personal Independence Payments Assessment Centres (Moray)

S5O-01562 Richard Lochhead (Moray) (SNP):

To ask the Scottish Government what response it received to representations it made to the United Kingdom Government regarding the location of PIP assessment centres and the impact that this has had on claimants in Moray.

The Minister for Social Security (Jeane Freeman):

I know that the member wrote to the Secretary of State for Work and Pensions, David Gauke, last month on the issue. For too many, the PIP assessment is already a stressful experience, and I fully agree that it is not acceptable to compound that with a requirement—in the case that Mr Lochhead raised—to make a round trip of about 100 miles, with the additional difficulty that such travel involves.

Mr Lochhead will be aware that we have repeatedly called on the UK Government to halt the roll-out of PIP in Scotland. The roll-out has been beset by delays. Many people have had to undergo stressful assessments, and many have lost entitlements, including access to the Motability scheme and linked support to carers allowance and other benefits, with devastating consequences.

Richard Lochhead:

I find it difficult to express the distress that some of my constituents have been put through, given that people sometimes find it uncomfortable leaving their home or travelling anywhere, never mind to Inverness for a PIP assessment that might determine their income for the foreseeable future. I have had a response from Michael Hewson, chief client executive of Independent Assessment Services, who told me in response to my concerns that it is going to reduce the number of people who have to travel to Inverness for their assessments and that it will instead offer home consultations.

Given the distress that that journey is causing, does the minister not agree that the answer is for Moray to have its own assessment centre full stop? I have heard of people taking time off work to help others—at their own expense—go through to those assessments, because of the stress that that causes.

Jeane Freeman:

I am of course pleased that, as a result of Mr Lochhead's representation, the situation in his constituency might be alleviated. However, it is of considerable concern to me that the Department for Work and Pensions has confirmed that it does not even trouble to know how many people across the country are affected in the way that Mr Lochhead has outlined. Minimising that, which includes conducting assessments at home where appropriate, or as close to home as possible, is exactly the route that should be gone down.

I agree with Mr Lochhead that, for as long as the DWP continues to have responsibility for that benefit, an assessment centre in Moray would be the right way to go. However, we will not be going down that route—we will not be using private contractors to conduct assessments. I am particularly pleased about that, given that Monday's DWP statistics show that very few of its contractors have met its quality standards over a considerable period of time—indeed, since January 2014.

We will reduce the number of assessments that are needed, using evidence at first decision in order to minimise that approach, and where assessments are necessary, we will provide them locally, in an individual's own home or in local premises, and they will be conducted by people with experience of the condition that is being assessed. The long-term answer is, of course, for Scotland to have control of social security.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11247>

Public Petitions Committee: Mental Health Treatment (Consent) (PE1627)

The Convener (Johann Lamont):

Welcome to the 22nd meeting in 2017 of the Public Petitions Committee. I remind members and others in the room to switch phones and other devices to silent.

Agenda item 1 is evidence on a continued petition. **PE1627, on consent for mental health treatment for people under 18 years of age**, was lodged by Annette McKenzie.

Members will recall that we previously reflected on the evidence that the committee received in relation to the petition. That evidence highlighted the importance of young people's right to confidentiality and, therefore, did not support any change in terms of young people being able to consent to their own treatment. However, recognising the issues of confidentiality and consent, the committee agreed to invite oral evidence from charities with expertise in youth mental health services, to explore the wider support that is available to people under 18 years of age who experience and seek treatment for mental ill health.

I am grateful that we are able to explore some of those issues with Graeme Henderson, director of services and development at Penumbra; Carolyn Lochhead, public affairs manager at the Scottish Association for Mental Health; and Amy Woodhouse, head of policy, projects and participation at Children in Scotland. I am grateful that you are all here.

In order to make the most of our time, we will move straight to questions. Following the petitioner's evidence, the committee felt strongly that there is an issue here. If the issue is not on the question of confidentiality and sharing information, it may be on what we can do to keep our young people safe. We hope that you can help us consider some of that.

What are your views on current support services for young people with mental ill health?

Amy Woodhouse (Children in Scotland):

Thank you for the opportunity to talk to you this morning.

I recognise the sad reason why we are here. It is right that we explore the issue and what can be done to prevent unnecessary deaths.

There are about 1 million children in Scotland. It is estimated that about 10 per cent of them will have a diagnosable mental health problem—if you can do the maths that equates to about 100,000 children. That is not an insignificant number; we are talking about a large number of children and young people. Those children have a diagnosable problem—they do not just have low moods or stress with school or life.

We have statistics on child and adolescent mental health services and staffing numbers and waiting times. They show a bit of a gap. There are about 1,000 members of staff in the CAMHS workforce—one to every 100 young people with a diagnosable mental health problem. About 4,000 referrals go to CAMHS every quarter—4,000 referrals but 100,000 children. The CAMHS workforce has a very small role within the overall support provision for children and young people with mental health problems. We need to talk about the response to that and whether that is the whole picture.

Given that three representatives from the voluntary sector are here, we would say that that is not the whole picture and that statutory CAMHS are only part of the story and the overall service provision for children and young people with mental health problems. The voluntary sector has a huge role to play. I particularly acknowledge the role of youth work. As you may be aware, Children in Scotland is a membership organisation from the children's sector. We have about 500 members across Scotland, many of whom provide support to those 100,000 children, and many more.

The voluntary sector is strapped for cash and its services are short term, but it is providing a vital role—as part of that picture of support—not just in helping those with mental health problems, but in prevention. That work is vital if we are going to address the significant problem of young people's mental health in Scotland.

To read the full session, go to

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11257>

Disability Employment Gap (Targets)

S50-01598 Mark Griffin: To ask the Scottish Government what plans it has to create targets with specific deadlines to reduce the disability employment gap.

The Minister for Employability and Training (Jamie Hepburn): In “A Fairer Scotland for Disabled People”, which was published in December 2016, the Scottish Government set a target to at least halve the disability employment gap. We are working with stakeholders to develop the timetable, along with further actions to be taken to achieve our ambitions for disability employment. We will set out more detail at the major congress on disability, employment and the workplace that is planned for early 2018.

Mark Griffin: Looking ahead to the new devolved services, what on-going engagement has the minister had with the third sector since the decision was made to award just 20 per cent of the contracts to bids led by the public and third sectors? Is he assured that the supply

chain providers can afford to deliver a high-quality service when the private sector has such a substantial role?

Jamie Hepburn: Our new employment programme, fair start Scotland, which will begin in April 2018, is delivered by a range of partners. Contrary to the impression that Mark Griffin has given, when we look at the global value of the nine contracts awarded, we see that some 95 per cent of the value of those contracts involves the third sector, either as the main contract holder or as the delivery agent of a main contract holder, so the third sector has a significant role to play. I am confident that the programme will be a success and I continue to engage with the third sector and with all those who have an interest in ensuring that people have the chance to get employment in Scotland.

Clare Adamson (Motherwell and Wishaw) (SNP): The minister mentioned the new transitional employability services of the Scottish Government. Work first Scotland and work able Scotland have, in their first six months, helped more than 3,500 disabled people into work. Does the minister agree that those programmes are both effective in dealing with disabled people in a dignified way?

Jamie Hepburn: Our ambition, through both our transitional arrangements and our longer-term approach, is to ensure that all people who utilise our employment programmes are treated with dignity and respect, irrespective of whether they have a disability. We set out an ambition of supporting up to 4,800 people into work through our transitional programme this year. As Clare Adamson has correctly pointed out, we are halfway through that initiative and already that effort has supported some 3,500 people.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11262>

Public Audit and Post-legislative Scrutiny Committee: Self-directed Support (Post-legislative Scrutiny)

The Acting Convener - Jackie Baillie (Dumbarton) (Lab): We move on to agenda item 2, which is the substantive item and in which we will take **evidence on self-directed support**. I welcome to the committee Paul Gray, director general of health and social care in the Scottish Government and—his second title—chief executive of NHS Scotland; Geoff Huggins, director for health and social care integration, and Iona Colvin, chief social work adviser, both from the Scottish Government; and, last but not least, Paula McLeay, chief officer for health and social care, and Beth Hall, policy manager, from the Convention of Scottish Local Authorities.

I understand that the Scottish Government representatives do not want to make an opening statement this morning. I invite an opening statement from Beth Hall, but she does not need to provide one.

Beth Hall (Convention of Scottish Local Authorities): Sorry, but I do not have one. We did not intend to give one.

The Acting Convener: No opening statements, so there is more time for questions from the committee. What joy!

Colin Beattie (Midlothian North and Musselburgh) (SNP): My question is probably addressed more to Mr Gray. You are seven years into what is basically a 10-year project. Is there a formal evaluation as to how it is going across Scotland?

Paul Gray (Scottish Government): We have Audit Scotland's report, and we have done work that is based on the data that is under development. We have a report that, in large part, coincides with what Audit Scotland is saying, and we have further work in hand to evaluate what we are doing. The answer to your question is that we have a report that

relates to 2015-16, another such report will be produced next year and we have also commissioned work on evaluation so, yes, we are evaluating.

Colin Beattie: The project does not seem to be going very well.

Paul Gray: One of the aspects is that, at the top line, our data suggests that, of the 208,000 people who are engaged in the system, 26 per cent are making a choice. However, within that 208,000, about 100,000 people receive services such as a home alarm or have a support worker. If you exclude them from the 208,000, it would suggest that more than 50 per cent of those people are making a choice.

The other part of it—I recently went to Midlothian to sample this—is that, when someone elects to have the services provided by the local authority, it is sometimes regarded as not being a choice, even though they are explicitly making that choice. Just because they are not choosing one of the other options that are on the menu of four, it does not mean that they are not making a choice.

We are in close touch with the authorities that are responsible for delivering self-directed support and the management information suggests that the position on choice continues to improve

To read the full evidence session, go to

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11270>

Social Security (Scotland) Bill: Stage 1

The Deputy Presiding Officer (Christine Grahame):

The next item is a debate on **motion S5M-09629, in the name of Jeane Freeman, on the Social Security (Scotland) Bill at stage 1.**

The Minister for Social Security (Jeane Freeman): The Social Security (Scotland) Bill comes to the Parliament as the legislative foundation for a new public service for Scotland to deliver a rights-based social security system that is founded on the principles of dignity, fairness and respect. Although it is correct that we will not be responsible for all social security, with the bulk remaining reserved to the UK Government, we will be responsible for 11 benefits, affecting 1.4 million people in Scotland. The foundation that we lay in this bill should therefore be capable of being the foundation for all social security in Scotland, should the time come when our Parliament has that opportunity.

The bill sets out the social contract that extends to everyone in Scotland. It underpins the investment that we believe social security is—an investment that we make in ourselves and in each other. It is a recognition that people across Scotland contribute to our society in many different ways, each of which is valuable and each of which adds to the sum total of our quality of life. Every party and every member of this Parliament now has a direct stake in delivering the contract. Members in this chamber must have confidence that, by the end of the parliamentary process, we will have a social security act that the people of Scotland are confident in and content with. With that in mind, I am pleased that the committee has come to a unanimous agreement to support the general principles of the bill.

As we get on with building a new public service that is the beacon of fairness, accessibility and transparency that we intend it to be, and one that is focused on doing the right thing for those whom it serves, we must all be mindful that it is our shared responsibility and one that demands that we put the people of Scotland first. This is a complex bill that will support the biggest single expansion of devolved Scottish public services since the restoration of this Parliament.

Between the bill being announced in September 2015 and published in June this year, the Scottish Government carried out an extensive consultation and engagement exercise. We did that because, if we want to proceed on the basis of consensus, we need to know what people expect from their social security system, so we asked them. Alongside our published consultation document, we held engagement events in every one of Scotland's 32 local

authority areas. We visited communities and organisations to find out what people liked about the current Department for Work and Pensions system, what they did not like and what they wanted to change.

What came through loud and clear is that what matters to the people of Scotland is how they are treated by their social security system. There can be no doubt that people feel that the existing DWP system does not treat its users kindly. Evidence from our most recent stakeholder survey showed that, when people were asked how they view the current system, 60 per cent of respondents—more than half—rated their experience of the current benefits system as poor or very poor. Only 18 per cent rated their experience as good or very good.

If there is one thing that people are agreed on, it is that our Scottish social security system must treat people better. That is what we have set out to achieve and it is reflected in our bill, which ensures that the system that the bill provides for meets peoples' rightful expectation that they will be treated with dignity and respect. It does this by ensuring that decisions on social security policy and delivery will be governed by a series of key principles, including the principle that,

“respect for the dignity of individuals is to be at the heart of the Scottish social security system.”

Words and intentions alone are not enough, which is why the bill also provides for a duty to prepare and publish a social security charter. Such a charter will make our principles come alive, translating them from statements of aspiration to focused aims on how we will meet those principles in every aspect of our day-to-day delivery. Our approach will enable the principles to be easily understood by all and embed them in a way that is open to monitoring, reporting and scrutiny.

I believe that, inside and outside this chamber, we all agree that basing our social security system on a set of key principles, supported by a charter to carry the principles off the page and into the day-to-day operation of our social security system, is the right thing to do.

I am pleased and grateful that that agreement is reflected in the committee's report, which says:

“There has been a universal welcome for the inclusion in the Bill of a set of principles on how the Scottish social security system should operate”.

However, there are clearly some areas where the legislation does not set out some of the policy choices that we have made in a way that properly reflects the intent behind those choices, and we will address those areas. When I appeared before the Social Security Committee on 2 November, I gave a couple of examples of where I believe that we need to make some adjustments to ensure that our policy intent is clearly applied and I am pleased that that is reflected in the committee's report. The committee has welcomed my assurances on the issue of cash versus payments in kind and on support for provision in relation to independent advocacy.

There are other areas where we need to reflect on what the committee has said in its thoughtful and reflective report and on what stakeholders have said to us. One example is the recovery of overpayments, which we will not pursue in instances of official error, other than in exceptional circumstances. Another is the question of redress when an individual feels that their treatment has not been compatible with the charter. We will use the time between now and the beginning of stage 2 to consider these matters and determine what further action we believe is needed.

There are some instances, too, where we need to explain ourselves better—on the process of redeterminations and appeals, for example. I am keen to have further dialogue and an opportunity to present the evidence, which I believe supports our view that the appeals process that the bill sets out will be very different—in purpose, spirit and practice—to the

one that is currently operated by the DWP. After that further dialogue, we will reflect on where matters stand.

Between June—when we published the bill—and my committee appearance in November, I had 70 meetings with more than 50 separate individuals, groups, or organisations. If we are going to reach a consensus—and I believe that we can—on areas where people feel that we have not yet addressed their concerns, we need to keep the dialogue going to find solutions. My door is open and I will actively engage in those further discussions with members and with representatives of the many stakeholder communities that have an interest in the bill.

We are, together, engaged in a complex and complicated task—to ensure that we build a rights-based social security system for Scotland that not only delivers the 11 devolved benefits safely and securely but does so true to the principles that we have set out, and works effectively alongside the United Kingdom system. It is complex and it is complicated, but it is also a golden opportunity.

The prize is a social security system that is there to support the people who need it, when they need it, for decades to come; a new public service that embodies the social contract between the individual and the state, founded on the shared recognition that we all contribute in different ways and that it is right that the state should provide at those times when we are in need.

I am pleased that we have come to this stage in the process in a spirit of agreement. I look forward to the debate and to the next legislative stages. I will work with members and with all those outside this chamber who want to work with me, so that we seize this golden opportunity to deliver a new social security system for Scotland and for the future; a system based on respect and dignity and that delivers for the people of Scotland a new public service of which we can all be proud.

I move,

That the Parliament agrees to the general principles of the Social Security (Scotland) Bill.

To read the full debate, go to

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11275>

Child and Adolescent Mental Health Services

Willie Rennie (North East Fife) (LD): Gordon Edwards was on the BBC this week.

Nicola Sturgeon should remember him—I have spoken before about his wait to get mental health treatment. Now he is angry that spending on mental health for young people has fallen in three health boards, despite Nicola Sturgeon telling him that spending would go up and that waiting times would go down. That was not true, was it?

A majority of the First Minister's health boards have failed to meet the basic target. In the past three years, more than 10,000 young people have had their mental health treatment delayed. Can Nicola Sturgeon answer this question for Gordon Edwards? How much longer will young people have to wait before she delivers on her mental health promises?

The First Minister (Nicola Sturgeon): First, I will address the issue of spending, because I paid close attention to the reports earlier this week that came from freedom of information requests. When we look into the details, the situation is not quite as it appeared to be in those reports. The data that was reported did not compare like with like: for example, it compared actual child and adolescent mental health services expenditure in 2016-17 with budgeted CAMHS expenditure for 2017-18. As members will be aware, those are not comparable figures because, for a variety of reasons, boards will spend more in-year than they originally budget for.

Let us look at one of the boards—NHS Lothian—that was cited in the reports. If we examine actual expenditure in this financial year to date—April to November—and compare it with

the same period last year, we see that there has been no reduction. Instead, we see that actual NHS Lothian CAMHS expenditure has increased by 6 per cent. There is an important point of detail—[Interruption.] Willie Rennie is saying something from a sedentary position, but I am trying to give him a detailed answer to the very important questions that he asked. The Government and the Cabinet Secretary for Health and Sport have made it very clear that we have much more work to do to reduce waiting times for mental health treatment to levels that I would consider to be the acceptable levels that we want. That is why we are investing record sums of money in mental health and it is why the number of staff who work in mental health services is increasing. That work will continue until no young people wait longer than we want for the mental health treatment that they need.

Willie Rennie: I am disappointed with Nicola Sturgeon's answer: her excuses will not hide the Government's failings on mental health. Nicola Sturgeon promised that things would get better, but they have got worse. Her ministers delayed the mental health strategy, her ministers delayed millions of pounds of investment, her ministers delayed the suicide prevention plan, and I have now discovered that an important part of the workforce recruitment plan has been delayed by her ministers, as well.

Delay, delay, delay while young people have to wait, wait, and wait. Can Nicola Sturgeon tell us whether she is proud of her record on mental health?

The First Minister: We will continue to do the work that is required to deliver the mental health services that not just young people, but everybody across our society, have the right to expect.

I appreciate that Willie Rennie is seeking to make a particular point. Anybody who was listening fairly to my last answer would not have heard me make excuses. They would have heard me point out some important facts—it is important that the public have facts about such things—but they would also have heard me acknowledge that we have more work to do. Some of what Willie Rennie said was a mischaracterisation of reality.

Let us take the mental health strategy, for example, which Willie Rennie and I have had exchanges about in the past. The strategy was delayed at the request of the Health and Sport Committee of this Parliament because it wanted more time to contribute to it. It is important in all matters, but particularly in this, that we have a strategy that has the support of the people who work on the front line.

We all know about the pressures on mental health services. More people are coming forward for treatment because of the reduction in stigma, but that places on our shoulders an even bigger responsibility to ensure that we can meet demand. That is why we are investing record sums, why there are record numbers of people working in mental health and why we will continue to get on with the work that needs to be done to ensure that we deliver the mental health services that people have the right to expect.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11280>

Public Petitions Committee: Concessionary Transport (Carers) (PE1632)

The Deputy Convener: PE1632, by Amanda Macdonald, is on concessionary transport for carers. When we considered the petition in June, we agreed to ask the Scottish Government what the estimated cost of introducing concessionary public transport for carers would be. The committee also agreed to ask the Convention of Scottish Local Authorities what consideration local authorities had given to the forthcoming duty under the Carers (Scotland) Act 2016 to provide support to carers who meet locally agreed eligibility criteria and whether that included any plans to introduce concessionary transport for carers. That information is outlined in detail in the papers.

COSLA's written submissions stated that the proposed concessionary travel scheme would not be affordable or represent the most effective way to invest public service resources. The petitioner suggested that if concessionary transport was considered too expensive to be

rolled out through the national concessionary transport scheme, a national public transport flat rate for carers could perhaps be considered instead. Do members have any comments or suggestions for further action on the petition?

Brian Whittle: I have a lot of sympathy with the petition. We all know the monetary value of the job that carers do. As I have mentioned before, I have had a couple of opportunities to go along to a series of events with carers. One of the big issues is their ability to interact with others, and travel is another. I have a lot of sympathy with the petition.

I do not quite understand the response, because I do not think that the cost implications of the proposal are that high. I am surprised at the response, and I would certainly like to continue the petition and ask the Scottish Government its views on the petitioner's suggestion of a national flat rate for carers, at the very least.

Michelle Ballantyne: I have sympathy with the petition, but in some respects the issue of travel is not just about carers. I know that the petition is, but we are debating travel and concessionary travel in so many forums and in so many ways. It is a problem across the board: it is a problem in rural areas where children cannot access activities; it is a problem for carers; it is a problem for older people; and it is a problem in the sense that we are losing a lot of our public transport, because the vast majority of people use cars now, particularly in rural areas. There is no accessibility. PE1626, which we considered earlier, is about changing the bus transport system as well.

Much as I have huge sympathy with the petition, I am just not sure that we could do anything with it at the moment. I suppose that the situation with local government—which is the point of subsidisation for transport—is that, if anything, it is reducing the amount of subsidy that it gives, and I cannot see that it is going to be able to add to it. I understand where COSLA is coming from. It is not that it would not want to support the proposal or even that it thinks that it is not the right thing to do; it is just that, at this stage, I do not think that it is going to be able to support it.

The flat rate is an interesting one. When I was a child, there was a flat rate of travel on the bus for young people and everybody just paid the same amount; you just got on and you paid the same amount whatever distance you went. I do not know when or why that was changed. It will be interesting to see where the petition that we are working on at the front end ends up, then the whole business of transport probably needs to be revisited. I am just not sure that we can deliver one particular aspect.

Rona Mackay: COSLA is clearly—and understandably—coming at the petition from a budgetary point of view and the restraints on local authorities. I can understand that, but it would be worthwhile asking the Scottish Government for its views on the introduction of a flat rate and whether it would consider that that would be acceptable, because I do not think that we have gone down that road before. That would probably be the last-chance saloon for the petition, to be quite honest, because I do not think that the free travel that the petitioner is asking for is realistic, although I do have sympathy with that. We could ask about the flat rate.

The Deputy Convener: Clearly there are cost implications, as COSLA highlighted, but this committee would be failing in our duty if we did not explore the issue of a flat rate. Although there is an argument to close the petition, I think that we should further explore the issue of a flat rate. Do members agree to do that?

Members indicated agreement.

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11286>

Holocaust Memorial Day 2018

The Deputy Presiding Officer (Christine Grahame):

The final item of business is a members' business debate on motion **S5M-09828, in the name of Adam Tomkins, on Holocaust Memorial Day 2018**. The debate will be concluded without any question being put.

Motion debated,

That the Parliament recognises that 27 January 2018 marks Holocaust Memorial Day; believes that the day serves as an opportunity for learning institutions, faith groups and communities across Scotland, including in Glasgow, to remember the six million men, women and children murdered by the Nazi regime in occupied Europe; notes that the theme of the 2018 memorial day is the Power of Words; understands that this theme aims to look at how words can make a difference, both for good and evil; values the Holocaust Education Trust's Lessons from Auschwitz project, which gives two post-16 students from every school and college in Scotland the opportunity to visit Auschwitz-Birkenau; celebrates the Holocaust survivors who subsequently made Scotland their home; thanks them for their contribution to Scotland as a nation, and acknowledges the view that anti-Semitism in all its forms should be challenged without fear or favour.

Adam Tomkins (Glasgow) (Con): The Holocaust was a new order of criminality, the like of which the world had never previously witnessed. In the very heart of Europe, it was Government policy to eradicate the Jewish people—to wipe them from the face of the earth. The policy failed, but not before 6 million men, women and children were murdered by the Nazis. That is more than the entire population of Scotland. That did not happen a long, long way away; it happened here in Europe. It did not happen a long time ago; it happened within living memory.

The Holocaust is an exceptionally difficult thing to talk about, and that is precisely why we must. As this evening's motion notes, the theme of this year's Holocaust memorial day is the power of words—the power of words to do both ill and good. We all know that the children's nursery rhyme

“Sticks and stones may break my bones, but words can never hurt me”

is untrue. Words can wound. They can damage relationships, destroy reputations and darken any conversation, but words can also enlighten, inform, educate and inspire. That is just as well, because here in this chamber words are all we have. Words are our tools. We use them to make law, to question ministers, to engage in debate. The very word “parliament” comes from the old French “parler”—to speak. Without words, there would be nothing to say, and we would all be out of a job.

The power to speak—the freedom to use words—was just one of the many attributes of human life stripped from those sent to the death camps. Those who were sent there lost their possessions, their loved ones, their family members, their clothes, their shoes, even their hair. They were deformed by starvation. They were enslaved in hard labour. They were tattooed with a number. They lost their names, their identities. They were stripped naked in the snow and ice with nothing but their own arms to warm them, alone in huge numbers. This was mass, systematic, organised murder on an unprecedented scale. At Auschwitz in August 1944, 24,000 people were murdered in a single day, and those people were not prisoners of war. The war had nothing to do with it. They were just people that a Government wanted to annihilate because that Government hated Jews.

That that happened and how it was allowed to happen are stories that we must tell and keep telling. Somehow we must find the words. The Nazis used words to mask the truth. They spoke of the “final solution” instead of extermination, of “transfer” instead of deportation, and of “special treatment” instead of death in the gas chambers. We must use words not to mask the truth but to reveal it.

A key way in which that has been done is the collection and curation of eye-witness accounts—of Holocaust testimony. It started even during the war itself. Anne Frank, aged 14, was inspired to rewrite her world-famous diary after her family listened to an illegal radio

broadcast imploring Dutch citizens to record their experiences of Nazi occupation. Scotland's own Holocaust archives are held in Glasgow's beautiful Garnethill synagogue. Many hundreds of Jewish people made a new life in Scotland after the war. They made, and continue to make, an immense contribution to Scottish society in business, in our public services, in science and medicine, and in our cultural life.

One of the most disturbing truths revealed by those who have sought to find the words to write about the Holocaust is that, even though it was a crime on a monstrous scale, it was perpetrated not by monsters but by ordinary, even banal, men and women, who were organising train travel across Europe not as if they were mobilising a million murders but as if they were simply taking goods to market. It was Hannah Arendt who coined the controversial term "the banality of evil" in her report on Eichmann's trial in Jerusalem. Eichmann was a Nazi lieutenant-colonel in the SS who had played a major role in organising the Holocaust. He was hanged for war crimes in 1962.

At his trial, Eichmann's defence was that he was simply obeying orders, that he was a fully law-abiding citizen doing his job. He was motivated, he said, not by a hatred for the Jewish people but by duty. It was his duty to do his job. It seemed immaterial to him that his job entailed the management of genocide. It was just a job. Eichmann was far from alone in collapsing morality into legality—in living his life such that, as long as he obeyed the law, he could, by definition, be doing no harm. However, the cold, calculating callousness of that is both breathtaking and horrific.

The world reacted. At the beginning of my remarks, I said that the Holocaust was a new order of criminality. The world's reaction was no less than to create a new international order. One of its centrepieces was, and still is, the United Nations Universal Declaration of Human Rights, whose 70th anniversary we will celebrate this year. That declaration is just words. They are not law—not in any conventional sense—and there is no court to enforce them. There is no judicial sanction in the event that its words are not honoured. It is a declaration: it is just words. However, they are words that make impossible not merely Eichmann's technical defence in his trial in Jerusalem but his very world view.

Among the opening words of the declaration are:

"the ... dignity and ... inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world".

The foundation of justice is not law, as Eichmann thought; the foundation of justice is the inherent dignity of every member of the human family, and it is beyond the reach of mere law to change, alter or affect that foundation, because the rights that flow from it are inalienable.

Those are beautiful words. If we cleave to them, hold them in our hearts and act true to them in everything that we do, I will be able to look my Jewish children in the eye and all of us will be able to look our and each other's children in the eye and say to them not merely in hope but in certainty, "Never again."

This debate will not be contentious, but it is an important one. By ensuring that the Holocaust is never forgotten, we can ensure that it is never repeated.

I thank all members of the Scottish Parliament who have supported my motion, and I look forward to hearing the thoughts of members from across the chamber as we remember together and reflect on the unique horror of the Holocaust. [Applause.]

To read the rest of the debate, go to

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11297>

Carer Positive Employer Initiative

The Deputy Presiding Officer (Linda Fabiani): The next item of business is a members' business debate on **motion S5M-09621, in the name of Tom Arthur**, on the **carer positive employer initiative**. The debate will be concluded without any question being put. Motion debated,

That the Parliament supports the Carer Positive employer recognition scheme and its aim of making life better for carers; notes the vital job that carers do, which Carers Scotland estimates contributes the equivalent of around £10.8 billion per year to the economy and will likely increase as the population continues to age; welcomes the large number of employers of differing sizes from a wide range of sectors who have signed up to support carers in their workplace through the Carer Positive initiative; understands that Carer Positive is funded by the Scottish Government and was developed in partnership with public, private and voluntary sector organisations in Scotland; further understands that Carer Positive employers can progress through three accreditation levels of engaged, established and exemplary; notes that around 270,000 people in Scotland combine work with care and that, without support and understanding at work, carers can experience high levels of stress and exhaustion; recognises the importance of this scheme in supporting carers and employers; further recognises that this scheme can lead to benefits for employers, such as reduced absences, lower levels of staff turnover and savings on recruitment costs, and notes that employers across the Renfrewshire South constituency and Scotland are being encouraged to take steps to become Carer Positive employers and discover the benefits of supporting their workforce and those who rely on them.

Tom Arthur (Renfrewshire South) (SNP): As members of the Scottish Parliament, we regularly have the privilege of meeting an extraordinary range of individuals, groups and organisations. For me and, I imagine, for all of us, it is a humbling experience to meet certain groups and individuals among the many who make up the rich fabric of our society: those who serve in our fire, police and other emergency services; our forces and veterans community; those who work in the front line of our health and social care services; and our unpaid carers.

Carers make up 17 per cent of the adult population of Scotland, and it is estimated that 4 per cent of people aged under 16 are unpaid carers. The diversity of Scotland's population is equally reflected in the diversity of our carers' community: the student who balances school with caring for her mum; the elderly husband who meticulously and selflessly organises his wife's self-directed support; and the single mother raising three children who each have additional support needs.

Those are but a handful of the experiences shared by the 788,000 people in Scotland who are caring for a relative, friend or neighbour. Each one of those carers makes a profound impact upon the lives of those whom they support. In doing so, carers make a massive contribution towards the delivery of care in Scotland. The value of the care provided by unpaid carers equates to £10.3 billion per year. To put that into context, it is equivalent to almost 80 per cent of our National Health Service budget, and it is being provided by barely 15 per cent of the population. To put it simply, society as we know it can only function because of the selfless dedication of unpaid carers. The care that they provide is irreplaceable.

As well as providing care, many carers make a significant contribution to Scotland's broader workforce across a range of professions. It is estimated that more than one third of carers combine care with work, with the 270,000 working carers comprising more than 10 per cent of the entire working population of Scotland.

With the total number of carers in Scotland expected to reach 1 million within the next 20 years, it is clear that our working carers are going to become an increasingly important part of Scotland's overall workforce. That is why it is vital that our workplace environments are supportive and understanding of the needs of carers, not just for the carers of today and tomorrow, but for Scotland's wider economy.

The carer positive initiative recognises and assists employers who seek to provide a supportive and understanding environment for employees who are carers. Such support can

take many forms, such as telephone access, health and wellbeing support, leave arrangements and flexible working. Small differences can have a huge impact. However, without the right type of support in the workplace, working carers are at risk of stress, burnout and leaving employment altogether. That can have a significant and detrimental impact on the carer and the people for whom they care. It can also have a negative impact on the employer, who loses a skilled member of staff. However, with the right support employers are able to retain carers, which can lead to reduced absence, lower levels of staff turnover and an overall reduction in recruitment costs. The good news is that all organisations, regardless of size or structure, can become carer positive.

Ruth Maguire (Cunninghame South) (SNP): Does Tom Arthur agree that, if employers do not provide flexible and carer-friendly workplaces, they are missing out on a huge pool of talent? It is not just about supporting people; it is about accessing the talent and skills of folk who have caring responsibilities.

To read the rest of the debate, go to

<http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11299>

UK Parliament – Westminster

903252 Edward Argar (Charnwood) (Con): T4. As the Government rightly push forward legislation to deliver greater use of electric vehicles, Guide Dogs UK has expressed concerns from an equality perspective about possible safety implications for blind and partially sighted pedestrians of greater use of these very quiet vehicles. Will the Minister please raise that concern with the Secretary of State for Transport?

Amber Rudd: I thank my hon. Friend for raising that matter. I am aware that it is a concern among people who are disabled, particularly among blind people. I just point out that autonomous vehicles will not necessarily be so quiet: the autonomous nature of them means that they will not be driven by an individual, and the noise level will depend on whether they are petrol, diesel or electric, but certainly I have been having conversations with officials at the Department of Transport, and we will make sure that they are aware of that very serious concern.

<https://hansard.parliament.uk/commons/2018-01-11/debates/718B95F3-CBCA-45D2-92E8-0B24C8040074/TopicalQuestions>

East End Jobcentre Closures

P002097 David Linden (Glasgow East) (SNP): I rise to present a petition on behalf of the constituents of Glasgow East. With the UK Government already having betrayed the communities of Anniesland and Maryhill by closing their jobcentre, this is the last attempt to save our jobcentres in Glasgow East.

The petition states:

The petition of residents of Glasgow East constituency, declares that the Department for Work and Pensions plans to close Jobcentres in Glasgow, including Parkhead Jobcentre and Easterhouse Jobcentre, will impact tens of thousands of people in receipt of Jobseeker's Allowance, Employment Support Allowance and Universal Credit, and that the consequences will be severely felt by some of the most vulnerable and disadvantaged people; have concerns that these closures will result in the poorest communities not being serviced by a Jobcentre and make it even harder for those seeking employment to get support, with people running a greater risk of falling foul of the UK Government's sanctions regime; and are further concerned that these plans will also impact Scottish workers who will be forced to relocate to other Jobcentres.

The petitioners therefore request the House of Commons to urge the Government to halt any move to close Glasgow's Jobcentres, publish thorough Equality Assessments and go through a full and proper consultation before making any decisions on the future of the estate.

And the petitioners remain, etc.

<https://hansard.parliament.uk/commons/2018-01-16/debates/EF7DAB9B-3E96-4E6D-8E1C-9BDC5805CAB7/Petition>

Accessible Stations

903365 Dr Lisa Cameron (East Kilbride, Strathaven and Lesmahagow) (SNP): What steps are being taken to increase the number of stations that are accessible to disabled people.

The Parliamentary Under-Secretary of State for Transport (Ms Nusrat Ghani): The Government are committed to improving station access for disabled people, including those with hidden disabilities. Further funding for the Access for All programme will be made available in the next rail control period, and we are introducing new accessibility commitments as part of franchises. In addition, whenever the industry carries out infrastructure work at stations, it must meet current accessibility standards. I must say “thank you” to my hon. Friend the Member for Blackpool North and Cleveleys (Paul Maynard), who did a huge amount of work on accessibility across all transport modes.

Dr Cameron: As chair of the all-party parliamentary group on disability, I have been hearing accounts from people throughout the United Kingdom about a lack of access to both underground and railway stations, which contributes to isolation and social exclusion and also impedes their ability to get back to work—and getting people back to work is one of the Government’s key tasks. Would the Minister kindly agree to discuss with the all-party group the progress that can be made if we work together on the issue?

Ms Ghani: I am aware of the hon. Lady’s work on the APPG. As she will know, I was chair of the all-party parliamentary group on eye health and visual impairment, and we did a lot of work together.

I believe that 75% of platforms are accessible by steps, but we need to do much more work. All train operating companies and Network Rail are required to have a disabled people’s protection policy as a condition of their licences.

The hon. Lady also contributed to the draft accessibility action plan. There were a number of recommendations, and I look forward to meeting her and ensuring that they are followed through.

<https://hansard.parliament.uk/commons/2018-01-18/debates/9B99E7B9-A02F-4B40-ABD0-29143A2AB257/AccessibleStations>



Early day motion 477

Hearing Loss and Dementia

Primary sponsor: Lamb, Normal

That this House acknowledges that hearing loss is the largest potentially modifiable risk factor for dementia, as confirmed in the recent report of the Lancet Commission on dementia prevention, intervention and care, which found that mid-life hearing loss is responsible for nine per cent of the risk of dementia; recognises that action to minimise hearing loss in people aged 55 and over could therefore lead to a significant reduction in dementia cases; notes that the evidence suggests that hearing aids can help to prevent or

slow deterioration in cognitive function, and could prevent or delay dementia; welcomes the Government's Action Plan on Hearing Loss, which identified the growing prevalence of hearing loss and recognised a fivefold increase in the risk of developing dementia for over 60 year olds with severe hearing loss; is concerned that the aims of this guidance are undermined by proposals from clinical commissioning groups (CCGs) to restrict the provision of hearing aids to patients with mild and moderate hearing loss; further notes that the three year patient pathway for hearing aids costs the NHS just £370, and that any short-term savings achieved through the rationing of hearing aids will therefore be outweighed by avoidable costs in the health and social care system further down the line; and calls on the Government to safeguard the continued provision of free NHS hearing aids by working to disseminate to CCGs the evidence on the clinical and cost benefits of hearing aids.

<http://www.parliament.uk/edm/2017-19/477>

next issue



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